CERTAIN UNCERTAINTY

We work either too few hours or far too many. Ever-changing schedules force us to be available 24/7 without a guaranteed steady income, wreaking havoc on our family lives and economic security.

For the first time, a national survey of early career adults has confirmed what millions of workers already knew from experience: workers across the labor market — but particularly workers in part-time, hourly-waged jobs — are at high risk of unpredictable, last-minute, fluctuating work hours over which they have no control.*

**WITH NO INPUT**

1 in 2 hourly workers, including over 45% of parents, report that their employer schedules them without their input. Among workers of color, the percentage is even higher: 55% of Black workers & 58% of Hispanic workers have no say in their work schedules.

**LAST MINUTE**

Fully 41% of all early career adults—and almost half (47%) of those working part-time—are given their schedules one week or less in advance.

Most workers have fluctuating hours, and among hourly part-time workers, more than four in five (83%) reported that their weekly work hours fluctuated by an average of 87% (when compared to their usual hours). The more workers’ weekly hours fluctuate, the more likely they know their work schedule only a week or less in advance. This makes it impossible for them to predict either their schedule or their income.

**UNPREDICTABLE HOURS**

4 out of 5

Millions of hourly workers today are struggling to arrange for childcare, go to school, work a second job, budget or move up the ladder.

That’s why it’s time for a fair workweek.

More information on Fair Workweek Initiative:
http://populardemocracy.org/campaign/restoring-fair-workweek